



Job Title – Test and Development Manager

Date position required:	ASAP
Reports:	Build, Test and Development Team
Salary:	Competitive (Permanent)
Benefits:	Pension, 28 days holiday (+ bank hols), salary sacrifice
Site:	hofer powertrain UK, 2 Titan Business Centre, Spartan Close, Warwick, CV34 6RR
Applications required by:	ASAP
Application format:	CV and covering letter

hofer powertrain – Part of the hofer AG (Group)

hofer, established in the 1980's, is a privately owned, German based, automotive powertrain production design and supply company employing over 850 people within the Group. We work with many of the world's automotive OEMs, Tier 1 suppliers and automotive technology centres and have numerous powertrain components in production; including hofer designed electric motors and hybrid modules through to full dual clutch transmissions.

With numerous offices across Germany, Austria, Italy, America, China and the UK, hofer has a truly global presence allowing comprehensive support for powertrain system design and supply projects across all vehicle sectors.

- System supplier for complete automotive powertrain systems.
- Full electrical and mechanical capability from clean sheet through to quality accredited production.
- Specific sites setup to support a lot of the global OEMs.
- Production supplier for many of the current and future advanced powertrain systems and components.

As part of hofer group's global growth, and the continuing expansion of hofer powertrain UK, a vacancy has arisen for a Test and Development Manager to join the business at the Warwick office.

Reporting to the Engineering Manager, hofer powertrain UK seeks a Test and Development Manager with a minimum of 15 years' experience in transmissions, driveline, power electronics, E-machines and hybrids testing and development.

The key functions of the role:

Manage the prototype build, test and development department and provide leadership to an experienced team of build, test and development engineers.

Mentor less experienced team members and generate clear career progression maps for the entire team.

Oversee the generation of, and be ultimately responsible for, multi-programme test and development activities for complete hybrid and full electric transmission and driveline systems.

Ensure appropriate support from team members to feed into design reviews with results from test and development activities, and lessons learned from other relevant programmes, to ensure continuous product improvement and robust product delivery.

Ensure all lessons learned from prototype build, test and development are cascaded to the production team.

Lead the installation, commissioning and growth of the hofer UK build, test and development facility.

Provide expert support for root cause analysis investigations, support with team members or lead where appropriate.

Provide development input to whole programme business development activities and proposal generation. Lead proposal generation if required.

Assess viability of new test methodologies and identify opportunities to current test and development activities.

Ensure adherence to, and generate new where required, operating procedures and standards.

Support ongoing improvements to NPI process.

Manage failure reporting and change initiation methodology.

Understanding of safe HV working practices, procedures and legislative compliance.

Manage and report out on departmental KPIs, including resource utilisation and forecasting.

Lead the recruitment of additional team members, to continue to build a world class team.

Forecast and agree department budgets, with ongoing management thereof.

Determine product to benchmark, manage tear-down and report, and ensure knowledge gained is cascaded appropriately.

Manage departmental training, transfer knowledge to other functional areas and specify any external training required.

Liaison with other hofer sites and external test houses in order to define, source and co-ordinate test and development activities.

Present to Senior Management Teams, up to board level, both internally and externally.

Some travel to Germany and Austria to liaise with the other hofer group companies, suppliers, etc. will be required.

Qualifications / Education / Experience required:

Degree qualified (2:1 minimum) mechanical / automotive engineer.

A minimum of 15 years' experience in, and a detailed understanding of, transmissions, driveline, power electronics, E-machines and hybrids testing and development.

Significant experience of managing, motivating and mentoring a team.

Have a complete understanding of the inputs required to derive a full validation development plan from prototype through to production for electric drive units and dedicated hybrid transmissions.

Have successfully delivered complete transmission and electric drive unit development programmes from first prototypes to production.

Able to work under pressure from demanding clients and ensure that the highest standards are maintained at all times.

Have significant demonstrable experience using root cause analysis tools and methodologies.

Have a good understanding of transmission Hydraulic Control Units and their component parts.

Experience of managing EMC requirements and specifying appropriate testing.

Knowledge of fault insertion techniques to prove robustness of diagnostic algorithms.

Fundamental appreciation of manufacturing techniques used in automotive transmissions and electric drive units.

Significant knowledge of prototype and volume transmission build methods, manufacturing techniques and design for service requirements.



hofer powertrain UK job specification

Other beneficial attributes:

Knowledge of the German language and experience working with German companies.

Personal attributes:

A highly motivating and dynamic team manager.

Exceptional attention to detail.

A positive attitude with a high level of self-motivation and self-reliance.

A willingness to operate outside their normal comfort zone.

Well organised and able to remain focused under pressure.